

SEAX Trust Governance Structure

Members

At the top of the SEAX governance structure are the Members. Members play a crucial, strategic role by:

- Attending the Annual General Meeting (AGM)
- Appointing new trustees to the Trust Board
- Appointing both external and internal auditors

Members act as the custodians of the trust’s governance, ensuring that the Trust Board is fulfilling its responsibilities and holding it to account at the highest level.

Trust Board

The Trust Board is responsible for the overall strategic direction, oversight, and accountability of the trust. The board meets six times a year and is made up of trustees with a range of relevant skills and experience. The board’s core functions are:

- Setting the trust’s vision and values
- Holding the executive leadership to account for educational and financial performance
- Ensuring resources are well managed and risks are appropriately mitigated

A key part of the board’s role is to provide challenge and support to senior leaders. This is achieved through robust questioning, scrutiny of reports and data, and regular monitoring of progress against strategic priorities.

Committees of the Trust Board

The Trust Board has established three main committees, each meeting six times a year to provide focused oversight and challenge in key areas:

Committee	Main Responsibilities	How Challenge is Delivered
Resources Audit and Risk Committee	Oversees financial management, HR, estates, and resource allocation. Monitors internal controls, risk management, and compliance; oversees internal and external audit processes.	Scrutinises financial reports, budgets, and value for money; challenges senior leaders on resource use. Reviews audit findings, ensures actions are implemented, and holds leaders to account for managing risks.



Standards and Culture Committee	Focuses on educational outcomes, curriculum, safeguarding, and the trust’s culture and ethos.	Analyses performance data, challenges leaders on pupil progress, and monitors the impact of improvement strategies.
Pay Committee	Reviews and determines pay decisions for staff, including senior leaders.	Ensures pay decisions are scrutinised and fair

Each committee reports back to the Trust Board, ensuring that trustees have a clear and comprehensive understanding of the trust’s performance and risks. This layered approach enables trustees to hold senior leaders to account effectively, both at committee level and in full board meetings.

Challenge and Accountability

- **Challenge** is embedded through detailed scrutiny at both board and committee level. Trustees use a range of data and reports to ask probing questions and seek assurance that leaders are delivering the trust’s strategic objectives.
- **Senior leaders** are held to account through regular reporting, performance management processes, and attendance at board and committee meetings where they present updates and respond to trustee questions.
- **Audit and risk processes** provide additional independent challenge, ensuring that compliance, financial management, and risk mitigation are robust.

This structure ensures that the SEAX Trust maintains high standards of governance, transparency, and accountability, with clear lines of challenge and oversight at every level.

